

# COMMITTEE STATEMENT

## LB 646

HEARING DATE: 3/1/99

COMMITTEE ON: Education

TITLE: (Raikes, Price ) Change provisions for calculation of state aid to schools and provide for professional staff incentive aid

### ROLL CALL VOTE – FINAL COMMITTEE ACTION

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Advanced to General File

Advanced to General File with Amendments

X Indefinitely Postponed

Vote Results:

5	Yes	Senators Coordsen, Bohlke, Suttle, Stuhr, Wickersham
0	No	
1	Present, not voting	Senator Raikes
2	Absent	Senators Brashear, Price

PROPOSERS	REPRESENTING
Senator Ron Raikes	Introducer
Larry J. Scherer	Nebraska State Education Association
Jim Griess	NSEA
John Bonaiuto	Nebraska Association of School Boards
Mike Dulaney	Nebraska Council of School Administrators
Al Inzerello	Westside Community Schools
OPPOSERS	REPRESENTING
NEUTRAL	REPRESENTING

#### SUMMARY OF PURPOSE AND/OR CHANGES:

Legislative Bill 646 creates professional staff incentive aid that will be payable to all districts in local systems with above average staff in terms of experience and staff development.

Section 79-1001 is amended by including a new section in the Tax Equity and Educational Opportunities Support Act (TEEOSA).

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Section 79-1002 is amended by adding new findings that generally state:

1. The ability to attract and retain a high professionalized staff and provide quality education has been overly dependent on property tax wealth;
2. The quality of education is related to the competence and innovation of teaching staff, which depends on the experience and commitment to continuing education; and
3. School systems that employ staff with above-average experience and continuing education often invest more in salaries and benefits to attract and retain the professional staff.

A new intent is stated to support district efforts for high-quality education through an incentive adjustment factor, which encourages employment of well-experienced and educated professional staff. The existing intent to assure a greater level of equity of educational opportunity is amended by adding that the greater level of equity is to be assured through an incentive system which recognizes the efforts of districts that employ highly professionalized staff.

Section 79-1003 is amended by adding the following new definitions:

1. Advanced degree is defined as a master's degree plus 36 hours of graduate course work or an education specialist degree;
2. Experience is defined as teaching or administrative experience in elementary and secondary education while holding the appropriate teaching or administrative certificate issued by the Department of Education or by a jurisdiction which maintains a reciprocity agreement;
3. National board certification is defined as certification offered by the National Board for Professional Teaching Standards and reported by districts to the department;
4. Professional staff is defined as teaching, administrative, and professional support staff who are required to hold certificates from the department as a condition of employment; and
5. Professional staff incentive aid is defined as state aid paid to local systems pursuant to the new section in this act;

The high school district definition is moved to the proper alphabetical location.

The new section creates professional staff incentive aid. In addition to state aid otherwise received, local systems shall also be eligible to receive professional staff incentive aid. Beginning with the aid to be paid in the 2000-01 school fiscal year, the department shall calculate professional staff incentive aid for local systems based on data reported in the fall personnel report for the immediately preceding school year. Districts will be required to report, as part of the fall personnel report, the degree-level status, years of experience, and national board certification status of professional staff who are under contract with the district or who are under contract to another entity but provide services primarily for the district and the district incurs the costs for the primary support. Staff whose primary assignment is special education are excluded from the calculation of professional staff weighting factors.

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The department shall assign weighting factors as follows:

1. Base.....1.0 for each teacher or administrator;
2. Master's degree.....Add 0.24;  
Advanced Degree or National Board Certification..Add 0.35; or  
Doctorate.....Add 0.52; and
3. 4 years or more experience.....Add 0.16;  
8 years or more experience.....Add 0.40; or  
12 years or more experience with a master's  
degree, advanced degree, national board  
certification, or doctorate.....Add 0.52.

Professional staff incentive aid is then calculated as follows:

System weighted professional staff count = Local system professional staff weighting factor  
System unweighted staff count

State weighted professional staff count = Statewide average professional staff factor  
State unweighted staff count

Local system professional staff weighting factor = System professional staff incentive factor  
Statewide average professional staff factor

Adjusted formula membership x Cost grouping cost per student x  
Professional staff incentive factor = Professional staff incentive aid if greater than 0

Professional staff incentive aid shall be distributed to districts in proportion to the weighted professional staff count of each district within the local system and shall be used for salaries and benefits for professional staff only.

The impact shall be evaluated by the department after 5 years to determine the success of the program in supporting district recruitment and retention. The evaluation shall also include a consideration of the appropriateness of the weighting factors and the statewide average weighting factor. The department shall report findings and recommendations to the Education Committee by October 1, 2005.

The Legislature shall appropriate sufficient funds. The appropriation will be separate from appropriations for other state aid under TEEOSA.

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EXPLANATION OF AMENDMENTS, IF ANY:

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Senator Ardyce Bohlke, Chair  
Committee on Education